A Publication of the Leadership Conference of Women Religious

May 2004

LCWR Members Gather for New Leader Workshop



ore than 90 LCWR leaders from 31 religious traditions, representing 14 regions and 22 states and the District of Columbia, along with some leaders from Ontario, British Columbia and the Northwest Territories, attended the 2004 LCWR New Leader Workshop.

Offered each spring, the workshop included the topic of leadership presented by Mary Persico, IHM; canon law, Lynn Jarrell, OSU; civil law, Bernadette Kenny, RSHM; communications, Camille D'Arienzo, RSM; finance and trends, Hertha Longo, CSA; and human development, Fran Repka, RSM.

Breakout sessions were available on each of the above topics with special attention to interests that surfaced through the participants' questionnaire and at the workshop itself. At the conclusion of the workshop leadership teams had an opportunity to meet and discuss ways in which they might put into practice suggestions made by the presenters. The faculty responded to the large group with questions that surfaced during the gathering.

High praise was given by participants for an outstanding, professional, inspiring, and challenging faculty and to a spirited staff for creating the experience. Participants appreciated the practical input on issues they face daily, meeting other new leaders, the table sharing and the availability of faculty and staff throughout the workshop.



Workshop participants: Barbara Flores, SCN; Theresa Calouri, BVM; and Sheila Lemieux, CSJP

One participant, Linda Tan, OSF, commented, "I said to my team when we left, I had an Emmaus experience, my heart was truly burning (and it continues)! Thanks for the energy."

Staff and organizers of the program in attendance were executive director, Carole Shinnick, SSND; associate director for finance and planning, Eleanor Granger, OSF and executive assistant, Suzanne Delaney, IHM.

Plans are in progress for next year's workshop at the Passionist Retreat Center in Riverdale, NY, March 17-20, 2005. Registration and information will be available in the October 2004 issue of *Update* and also posted on the LCWR website at www.lcwr.org. *Additional photos of the* 2004 workshop are on page 8.

Inside this issue:

- **3** LCWR-CMSM Assembly Information
- LCWR in the News
- 5 LCWR and CMSM Committees Collaborate on Justice Issues

From the LCWR Presidency Good Shall Have the Final Victory

by Christine Vladimiroff, OSB -- LCWR Vice-President

aster "Alleluias" continue to fill the chapel in this time between Easter and Pentecost. In the space of these days, the presence of the Risen Christ and his Spirit transformed the disciples. Scripture gives us vivid images of the disciples moving from despair to hope, from sadness to joy, from fear to freedom, from doubt to belief. This is a pristine moment for the Church to claim her identity as a *communio* of friendship of one mind and one heart.

This sense of identity grows as the disciples

gather for the breaking of the bread and shared memories of Jesus' words and his presence among them. Their new sense of self sent them out of the locked upper room on mission to form an inclusive community not divided by ethnic origin—Jew nor Gentile; not segregated by class—slave nor

When we hope our hearts are expanded, we are receptive to what is to come into our life.

free; not with gender divisions of a patriarchal society--male nor female. They did this at great risk of their very lives in a deeply stratified and divided world of their time. They gave what they received from the Risen Jesus—a message of peace and a living spirit of love in a land that was occupied and armed for conflict.

In our post-September 11th world, in which we, as US Americans are the object of hatred and a target of terrorism; we now share with so many others on this planet the fact that any sense of security is an illusion. "Be not afraid, you have nothing to fear." These are the empowering words of Easter. Freedom from fear is the achievement of the resurrection for those of us who follow the Christ. At a time when the weakness and failures of the church sadden us, we need to meet the risen Christ and hear those reassuring words, as did the disciple — "Do not be afraid." With courage, we will again claim our identity as a loving community of faith in our times.

Jesus gave the disciples a farewell gift: "my peace is my gift to you." Those words give us a mission and a gift that the Church stewards in our world at war and in our times marked by violence. As Jesus' followers we are called to



have an irrational hope in the fact that evil will not prevail and the good shall have the final victory. The cross is a sign of hope for the Christian. Like the disciples, our aim is not to create another world in which evil does not exist, but to transform a world in which sin is a fact. This is a much harder task which demands much more of us and will require an endless supply of hope.

May our religious communities be places where hope is nurtured, where peace is lived in the daily-ness of our life together. When

we hope we open ourselves to the future. When we hope, our hearts are expanded, and we are receptive to what is to come into our life. Contemplation makes room for God. "Seek the place where you are hollow as a straw, thirsty as a desert, open as a window waiting for the wind." (Frederick Sydek) Transformative grace is offered during these days leading to Pentecost.

Annual Visit to Vatican Offices



The LCWR presidency -- Constance Phelps, SCL; Mary Ann Zollmann, BVM; and Christine Vladimiroff, OSB; and the LCWR executive director, Carole Shinnick, SSND; were in Rome from April 18-25 on the annual LCWR visit to various Vatican offices. More on their visit will be published in the June 2004 issue of *Update*.



No Longer Bystanders: Creating Peace in Violent Times LCWR-CMSM Assembly August 19-22, 2004 -- Fort Worth, Texas

Registration brochures for the 2004 LCWR-CMSM assembly will be in the mail in early May. Please note that registering before June 30 results in cost savings.



LCWR to Honor Theresa Kane, RSM

t its 2004 assembly, LCWR will honor **Theresa Kane, RSM** with its Outstanding Leadership Award. Theresa served as a president of the Mercy Sisters of the Union and was the LCWR president in 1979.

The award will be presented on August 22 during the assembly in Fort Worth, Texas. Theresa will be present to accept the award.

LCWR Board Member Publishes Book on Praying With Creation

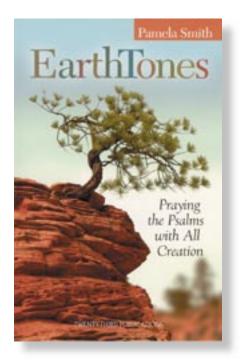
wenty-Third Publications recently released a new book by LCWR national board member Pamela Smith, SSCM, entitled *Earth Tones: Praying the Psalms with All Creation.*

In its description of the book, the publishers write, "The psalms contain deep truths about our world and us. They lay bare our aspirations and needs as well as our human violence and incompleteness.

"In *Earth Tones*, Pamela Smith gives us a voice that helps us reconnect with nature, with the rhythm of the seasons, the growth of new life, with all creatures. At the same time, she alerts us to the dangers that threaten the fragile balance of our earth, and urges us to work for restoration and renewal.

"While concerned with the environment, *Earth Tones* is not an environmentalist's sermon. Rather, it is a clear call to reflection and prayer. To this end, Sr. Pamela touches the deepest chords of the human heart through poetic and earthy reflections on God's gifts of the Earth. Ideal for individual prayer and reflection as well as for Bible study and prayer groups."

Pamela is the major superior of the Sisters of Saints Cyril and Methodius in Danville, Pennsylvania.



LCWR IN THE NEWS

Portrayal of Catholic Women Religious

The April 5 edition of US News and World Report included in its "Letters" section, a submission by LCWR executive director Carole Shin-

US NEWS & WORLD REPORT

nick, SSND. Carole's letter was written in reference to a cartoon by syndicated political cartoonist Pat Oliphant that portrayed a Catholic sister and Mel Gibson. The letter reads:

I am writing to add the voice of the Leadership Conference of Women Religious (LCWR) to those who are expressing concern with your choice to run a cartoon that portrayed Catholic sisters in a way that we find disrespectful and offensive [Washington Whispers, March 8].

LCWR is the organization of approximately 1000 leaders of Catholic sisters in the United States who represent approximately 75,000 sisters, many of whom have given their lives as teachers and the vast majority of whom are committed to nonviolence. Cartoon images that perpetuate unfounded, violent stereotypes of these women are both unfair and cruel. Please consider the implications of publishing material in your magazine that perpetuates destructive stereotypes of any religious group and ask if the benefit of including such material is worth the hurt that it inflicts.

Sister Carole Shinnick, SSND Executive Director Leadership Conference of Women Religious Silver Spring, Md.

Restoration of Order in Haiti

The March 25, 2004 issue of ORIGINS Origins included "Considerations Regarding the Restoration of the Order in Haiti," the statement issued by the InterAmerican Committee of Religious.

The statement, written on March 5, was signed by representatives of the Leadership Conference of Women Religious, the Conference of Major Superiors of Men, the Canadian Religious Conference, and the Confederation of Latin American Religious. The statement asks the governments involved in restoring order in Haiti "to help Haitians themselves form a transitional government of at least one to two years so that elections can be held only after peace has been restored, the violent groups have been disarmed, and the people and society returned to a situation of calm in which elections can truly have meaning."

Care for the Earth

The April 23 edition of the *National Catholic Reporter* featured the efforts of women religious in caring for the Earth, includ-



ing those of several LCWR member congregations. Mentioned in this report was the LCWR publication, *Tending the Holy: Daily Reflections on Caring for the Earth.*

The article on *Tending the Holy* reads in part: "Each page offers a sentence from the Earth Charter and a quotation from scripture, a sister's reflection on these and her 'suggested action' for the day. Some are simple, such as 'Sit beside a spring of water"; some are more involved: 'Limit yourself to using no more than two gallons of water today.' Others suggest praying with the headlines or just being aware of our power to choose."

Global Concerns Committee and CMSM Justice & Peace Committee Hold Joint Meeting

The justice committees of LCWR and CMSM met in Chicago for an evening and a day preceding separate committee meetings. The informative and productive meeting began with prayer, reflection, and sharing about nonviolence, and ended with a dinner celebrating the collaboration of the two committees.

A major agenda item was the reworking of the first draft of a joint resolution to be presented at the assembly this August, "Encouraging Responsible Participation in the 2004 Election Process." The resolution will be shared with LCWR and CMSM members before the assembly. A decision was made that the SHARE delegation to El Salvador (November 30 to December 6, 2005) will be jointly sponsored by LCWR and CMSM. Both women and men were enthusiastic about a joint delegation.

Each committee shared the highlights of it activities since their respective assemblies. It was noted that many letters and statements related to justice issues are jointly signed by LCWR and CMSM, and that staff members serve as board members for several of the same organizations: Religious Task Force on Central America and Mexico, Catholic Mission Forum, Jubilee USA, and the Coalition of Catholic Organizations Against Human Trafficking. The LCWR members were particularly interested in CMSM's involvement in international issues and relationship with European conferences, while the CMSM members appreciated the efforts of LCWR in relation to ecology and systems change thinking.

Global Concerns Committee Finalizes Systems Thinking Resource

t the end of their day-and-a-half meeting in Chicago, the LCWR Global Concerns Committee members were grateful for the amount of work they accomplished in a relatively short period of time. They felt special satisfaction with the final review and revision of the 18-month task of preparing a resource for members on systems thinking. Titled *An Invitation to Systems Thinking: An Opportunity to Act for Systemic Change*, the resource will be published electronically, and members will be encouraged to make it accessible to members for use in situations both internal and external to the congregation.



Committee members: (standing): Phil Reed, MAFR; John Celichowski, OFM Cap; Gilmary Bauer, RSM; Seamus P. Finn, OMI; Barbara Moore, CSJ; Bill Quigley, CSCM; Peggy Nolan, BVM; Toni Harris, OP; and Marie Lucey, OFM; (kneeling) Stan DeBoe, OSST; Mary Brigid Clingman, OP; and Aline Steuer, CSC

The committee welcomed Gilmary Bauer, RSM as a new member of the GCC. Sincere thanks were extended to Aline Steuer, CSC, who has made many valuable contributions to the work of the committee during the past three years and whose presence and insights will be missed.

In addition to the systems thinking work, the committee reviewed and revised a brochure describing the purpose, structure, and responsibilities of the GCC. The brochure will be available for the August assembly. In the process of reviewing the brochure, members also developed a mission statement for the GCC, which the executive committee recently approved as a standing committee of LCWR whose members are appointed by the executive committee. The committee also agreed that more attention needs to be paid to issues that significantly impact women and children.

Topics for 2004-2005 *Resolutions to Action* were discussed and identified. It was also determined that GCC members, in collaboration with Region 12 and local organizations, will plan a public vigil during the assembly in Fort Worth expressing opposition to the death penalty. The new list of congregational justice and peace coordinators/contacts, and names of environmental program coordinators, was made available for perusal. The 160-name list can be accessed by the associate director for social mission and/or by the GCC.

LCWR Supports Various Justice Efforts

CWR recently joined with other organizations to advocate for a number of justice issues.

World Bank and International Monetary Fund

LCWR sent a letter, signed by LCWR president Constance Phelps, SCL, to the leaders of the World Bank and International Monetary Fund expressing an urgent need for these institutions to make "care for people, especially the most vulnerable, and for all of creation the centerpiece of economic policy decisions." The letter specifically called for:

• an end to economic policies that limit peoples' ability to meet basic needs;

• universal access to HIV/AIDS treatment and full funding of the Global Fund to Fight AIDS, Tuberculosis and Malaria; and

• an unwavering commitment to protect the integrity of creation.

Section 8 Housing Voucher Program

LCWR sent a letter, signed by associate director for social mission Marie Lucey, OSF, to the members of the House and Senate Appropriations Committees urging them to support full funding for the Housing Choice (Section 8) Voucher Program in FY2005 and to oppose the Flexible Voucher Program (FVP)proposal. The letter noted that:

• The FVP proposal is likely to lead to reduced assistance to households with severe housing needs and to discourage landlord participation in Section 8.

• The proposal would eliminate Section 8 program rules that target voucher assistance to the extremely low-income households that need it the most.

• The President's proposed FY2005 budget could eliminate assistance for 250,000 households.

Fair Trade Certified Chocolate

LCWR sent a letter, signed by Marie Lucey, to the president of M&M/Mars Inc. urging the company to sell Fair Trade chocolate. The letter notes that more than 200 credible national groups have been asking M&M/Mars to sell Fair Trade chocolate for two years, noting that Fair Trade is the best way to ensure social justice for struggling cocoa farmers. Reports show that 284,000 children work in hazardous tasks on West African cocoa farms, that about 66% of Ivory Coast child cocoa workers do not attend school and that some Ivory Coast farms use abusive child labor. The cause of such problems is poverty. Annual cocoa revenues average \$30 to \$110 per household member. Only Fair Trade guarantees the income the producers need to send their children to school and pay their workers.

National Coalition on Catholic Health Care Ministry Continues to Address Complex Issues

uring the March 22 National Coalition on Catholic Health Care Ministry meeting members welcomed three new members representing the United States Conference of Catholic Bishops: Bishop Robert Morlino, Madison, WI, Bishop



John Nienstedt, New Ulm, MN, and Mary Roch Rocklage, RSM. Gratitude was expressed to LCWR members whose terms ended with this meeting: Diane Grassilli, RSM; Marie Therese Sedgwick, DC; Eileen Moughan, SHCJ; and current chair, Bea Eichten, OSF. Laura Wolf, OSF, representative of the Council of Major Superiors of Women Religious (CMS-WR) accepted the role of chair for the next two years.

Members representing CHA, USCCB, LCWR, CMSWR and Catholic Charities USA agreed that the coalition offers a welcome forum for open discussion of serious healthcare issues and challenges. Issues that continue to be addressed by CHA include: emergency contraception in cases of rape, Principles of Cooperation: Theological Foundations, unionizing efforts, and the federal conscience clause. In relation to the last issue named, there is concern about the recent California Supreme Court ruling that any employer who provides prescription drug benefits must include contraceptives. Also, CHA is taking a lead role in the process for achieving universal quality access to healthcare within the next five years.

A second draft of the document "Toward a Theology of Health Care Sponsorship" was shared with comments by Teresa Staley, CCVI from CHA. Responses from LCWR members at last year's meeting during the LCWR assembly, CHA board members, and sponsors of healthcare systems and institutions, were taken into consideration for the revision of the first draft. The document will now go to the CHA board.

During the meeting, Rev. Michael Place of CHA, received and shared an article titled "Patients in the Vegetative State are Always Human," issued by the Vatican Information Service that day to publicize John Paul II's statement. Questions and concerns were briefly raised but the agenda provided no time for discussion.

LCWR Focuses on Future and Good Stewardship

cutely aware of the global economy and the challenges inherent in that economy for LCWR, the LCWR finance committee met in Seal Beach, California, hosted by the Sisters of St. Joseph of Orange, for their spring meeting.

FINANCIAL POSITION: As of February 2004 the LCWR financial position is healthy and slowly recovering from the losses of the previous years.

The financial policies as found in the LCWR Policy Book are in the process of being updated. The recommendations will be presented to the LCWR national board at their August 2004 meeting.

INVESTMENTS: In a conference call with Vincent McNichol of Rittenhouse-Nuveen Inc., LCWR's investment manager, the committee reviewed the investment portfolio for the period ending February 2004. The stated purpose of Rittenhouse is "to increase and protect the portfolio value over time. This is accomplished by focusing on our time-tested philosophy of concentrating on high-quality, large-capitalization growth stocks and high-grade intermediate-term bonds. Over a full market cycle, Rittenhouse expects to participate fully in rising markets while avoiding the complete impact of down markets."

At the end of February LCWR had a small investment gain and the expectation is that this gain will increase over the next quarter.

Members of the committee also spent time reviewing the present social responsibility policies and guidelines. LCWR uses the screen of the KLD Research and Analytics, Inc. as well ICCR guidelines. Considering the importance of these policies, the committee agreed to further consider the policies and that it would ask for recommendations from the LCWR associate director for social mission, Marie Lucey, OSF. Recommendations to the LCWR national board will be submitted after the committee's fall meeting.

MEMBERSHIP DUES: The committee continues to be grateful to the congregations and provinces who completed last year's survey on membership dues. The study of this item was continued from previous meetings and the committee prepared a recommendation to the LCWR executive committee and board for consideration for the next membership year.



TEN YEAR FORECAST: The committee focused on the last forecast and the challenges that face the conference in the next 10 years: increased costs, lower numbers in congregations, financial challenges of the membership, and the upcoming and possible mergers in a number of LCWR congregations, as well as the importance of the services of the national board and office. A draft of the forecast will be presented to the committee in the fall and will guide the national office as it faces the future.

FUTURE MEETINGS:

October 29 – November 1, 2004 LCWR National Office Silver Spring, MD

> April 8-11, 2005 Seal Beach, CA

\$52.00

Amount of first check received by LCWR from Caritas Funding for the empty laser toner and ink cartridges submitted by LCWR members. This

money will be put in the LCWR scholarship fund that assists congregations who cannot afford to send their leaders to the LCWR assembly.



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LCWR Update -- May 2004 -- page 8

New Leader Workshop March 2004



Participants: Bernadette Sullivan, SUSC; Pat Leighton, GHMS; Mona Comaskey, SMC; Julie Driscoll, SCN; and Carol Marie Baum, BVM



OSU and Marie Kim Phuong Nguyen, SPC



Participants Anne Stevenson, SND and Maryalyce Gilfeather, **SND**



Next New Leader Workshop March 17-19, 2005 Passionist Retreat Center Riverdale, New York

Mary Persico, IHM, one of the workshop presenters, spoke on leadership. LCWR Update -- May 2004 -- page 9

From the LCWR Executive Director The Blessings of Diminishment

n *Finding the Treasure,* the first of her three volume series on apostolic religious life in the United States, Sandra Schneiders, IHM offers an insightful interpretation of the diminishment evident in membership since the 1970s. Acknowledging that some persons may refer to an overgrown entity that seems to have outlived its usefulness as a dinosaur, Schneiders notes that the dinosaurs did not disappear. Rather, in the process of adapting to changing environmental realities, they became birds - smaller, lighter, fleeter, and more suited to a new age. She



suggests that this is the process in which we find ourselves today. As we close and sell our enormous buildings, merge our provinces and properties, and create collaborative novitiates, we are moving from being dinosaurs of a sort to becoming lighter, freer entities, more suited to a new and different time.

The language of dying and diminishment can be disheartening. It is so gloomy, so final. But I am writing this reflection on Holy Saturday morning. I'm in Queens, NY visiting a community of three of my sisters who moved here last year. In the past 10 months they have transformed an old convent within earshot of the Van Wyck Expressway into a new educational center for women. Despite its passing resemblance to a brick-and-mortar dinosaur, this parish and its members are alive and well. Three religious brothers live in part of the rectory, and one very dedicated pastor lives in an apartment in the same building. The brothers, sisters, and pastor share meals and prayer and liturgy and laughter. They generate hope and they radiate life.

Yesterday, on Good Friday, one of the brothers, one of the sisters, and I piled into a subway train at 7:30 AM to participate in the annual Pax Christi Stations of the Cross in mid-Manhattan. The procession began at the United Nations on the East Side and wended its way down 42nd Street, through Times Square, and over to the West Side near the Hudson River. As the march of five or six hundred people snaked through midtown, I met several religious men and women who for years have been showing up for this event. All seemed a bit graver, but hardly less energetic. Nothing "dinoauric" about these pilgrims! (Really, it was the young people who were groaning and flopping down to rest on the pavement.)

Back when we were dinosaurs, we would hardly have bothered to seek out persons beyond our own members to pray with, dine with, and play with. Back when we were dinosaurs, we held our own Holy Week services in our own institutions. Back when we were dinosaurs we didn't need to enlarge our tents, knock over our walls, or throw open the windows.

Thank God our age of dinosaurs is over. Let others have our institutions where new Carole Shinnick, SSND ministries can bloom like bright, brave daf-

fodils. We are off to new adventures, discovering marvelous companions along the journey. You see, we are getting smaller and lighter and less visible. We are becoming an entity well-suited to an age that needs simple, unencumbered folks to challenge the colossuses of bloated corporations and arrogant government. We are becoming birds, my friends! Come fly with me!

Upcoming LCWR Dates

LCWR--CMSM Joint Assembly

Fort Worth, Texas August 19 -- 22, 2004

LCWR Leading from Within Retreat Winter Park, Florida January 16-21, 2005

> LCWR Delegation to Mexico February 19-26, 2005

LCWR New Leader Workshop Passionist Retreat Center Riverdale, NY March 17-19, 2005

> LCWR Assembly Anaheim, California August 19 -- 23, 2005

LCWR-CMSM Delegation to El Salvador November 30 -- December 6, 2005

> LCWR Assembly Atlanta, Georgia August 18 -- 22, 2006

LCWR Update -- May 2004 -- page 10

Special Offer Given on Set of CSRL Dialogue Books

The Center for the Study of Religious Life is offering their three dialogue books as a set for \$15 through the end of June. The set includes:

• What MISSION confronts religious life in the U.S. today? This book focuses on significant trends in US society, mission in the US church, and mission questions in religious life.

• COMMUNITY in society, church, and religious life: making the connections. This book focuses on the spiritual core of community, living well together, embracing members from the younger generations, witness of religious community, and the work of leaders in a religious institute.

• BECOMING A RELIGIOUS: a process of lifelong transformation. This book focuses on US religious life and new members, the religious community, candidates for religious life, the initial formation program, and specific recommendations in the above categories with strategies for implementation.

A set of each of the three books can be ordered from NCCV (1-800-671-6228) through the end of June. Individual books can be purchased for \$7.

A series of three dialogues were held in different cities around the county on each of the topics. The participants represented various religious traditions, ages, cultures and perspectives on religious life.

Each book contains reflections and recommendations from participants, a theological reflection on their comments, the dialogue process, resources, and names of the participants. The information allows groups to replicate the dialogues.

LRCR Seminar Draws Nearly 400 Participants

he Legal Resource Center for Religious sponsored its annual legal seminar this past March in Denver, Colorado with close to 400 in attendance. Religious leaders and treasurers networked with financial experts, attorneys and canon lawyers on a variety of issues faced by congregations today.

This year's theme "Governance through the Prism of Law" was highlighted by the keynote address of LCWR vice-president Christine Vladimiroff, OSB. She opened her presentation with a reflection on Psalm 119, traditionally prayed at midday in the monastic tradition: "I love your law, O God! It is ever in my mind. Your command makes me wiser than my foes, for it is ever with me." Christine stated, "Law helps to set boundaries, establish rights and protects them, delineates the use of authority, and helps balance conflicting views. The law is a grace, a gift given to the community to more fully participate in the life of the church. It compels us to love of neighbor."

Other keynote presentations included the canonical and civil law implications of "Giving Permission to Members" with Paul Golden, CM and "Leadership and Bishops: Reflections on Mutual Responsibilities" with Sharon Euart, RSM. Participants had the opportunity to choose from 21 different breakout sessions on a variety of topics such as chapters and councils, province mergers, acquisition and disposition of real estate, and various issues involving taxation and health care policies.

Dan Ward, OSB, executive director of LRCR, announced during the event that LRCR is adding a staff position and has hired Lynn Jarrell, OSU as associate director in canon law. Lynn will begin her responsibilities at LRCR in January 2005.

The Legal Resource Center for Religious is cosponsored by LCWR, CMSM, and NATRI. The center provides legal education and consultation for religious and serves as a focus for the integration of civil law, canon law, and the spirit of religious life. LRCR offers publications and various legal services to subscribing religious communities. More information is available on its website at www.lrcr.org.

Religious Formation Conference Regional Workshops 2004 - 2005

A Movement in Hope: Continuing the Conversation on a Theology of Religious Life

With theologians:

Janet Ruffing, RSM Katherine Hanley, CSJ Gary Riebe-Estrella, SVD Patricia Walter, OP Donald Goergen, OP Mary Ellen Sheehan, IHM Anthony Gittins, CSSp Donald Senior, CP Barbara Reid, OP Anita de Luna, MCDP

Dates, locations, registration available on the RFC website: http://www.relforcon.org/5_wkshops/ 5_2004workshops.htm